

## Analysis of the Influence of Work Life Balance on the Performance of Employees of the Plantation and Livestock Service of East Aceh Regency

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### ARTICLE INFO

*Keywords:* Work Life Balance, Employee Performance, East Aceh Regency Plantation and Livestock Service

*Received :* 22, November

*Revised :* 24, January

*Accepted:* 26, March

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### ABSTRACT

This study aims to find out and analyze the influence of work life balance on the performance of employees of the East Aceh Regency Plantation and Livestock Office. The study used a quantitative approach with data collection techniques through a Likert scale-based questionnaire on 34 employees. The results of the study show that work-life balance has a positive and significant effect on employee performance. This is evidenced by the tcal value of the > table, which is 2.366 > 1.693 at a significance of 0.025 < 0.05. Thus, the H0 research hypothesis was rejected and H1 was accepted, which means that there is a significant influence between work life balance and employee performance. These findings indicate that the better the work-life balance that employees feel, the better their performance will be.

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## **INTRODUCTION**

In the midst of the flow of globalization and digital transformation that has hit all joints of life, public sector organizations, including local government institutions, are faced with increasingly complex demands. Modern society no longer only wants fast and cheap service, but also prioritizes quality, transparency, and professionalism. In this context, the state civil servants (ASN) as the vanguard of public services are required to always show optimal performance. High performance is not only a benchmark of an employee's individual success, but also a major reflection of the effectiveness and efficiency of the organization as a whole. As stated by (Anwar Prabu, 2017), performance is the result of work in terms of quality and quantity achieved by a person in carrying out his duties, a measure that is the pulse for the continuity and progress of an agency.

The East Aceh Regency Plantation and Livestock Office, as one of the regional apparatus that has a strategic role, bears a great responsibility in managing two vital sectors, namely plantations and livestock. The success of this agency in increasing rubber production or handling the outbreak of Foot and Mouth Disease (FMD) is clear evidence of its contribution to the economy and community welfare. However, behind these achievements, there are internal dynamics that are no less important to observe, namely the condition of human resources. Liza Murdhani's thesis identifies that recently there have been problems in employee performance that have an impact on the effectiveness of the implementation of duties and services. This phenomenon indicates that organizations need to dig deeper into what factors support or hinder employee productivity.

One of the crucial factors that often goes unnoticed in the management of public organizations is the balance between work and personal life, or known as work life balance. In this modern era, the boundaries between work and personal life are increasingly blurred. High administrative demands, operational workload in the field, and pressure to always achieve targets often make employees sacrifice their rest time, family, and social life. In fact, according to (Muliawati & Frianto, 2020), work-life balance is an important aspect that affects mental health, job satisfaction, and ultimately employee performance. Employees who are able to manage this balance tend to have high motivation and work morale, and are able to make an optimal contribution to the organization.

The concept of work-life balance itself, as explained (Greenhaus et al., 2000), refers to the extent to which an individual feels equally engaged and satisfied between his or her work role and family roles. It's not just about dividing time mathematically, but rather the ability to manage energy and attention so that harmony is created. (Wahyunur, 2024) even detailing the dimensions of its formation, such as the extent to which work interferes with personal life (Work Interference With Personal Life) and vice versa, the extent to which personal life can actually improve work performance (Personal Life Enhancement of Work). An employee whose heart is calm because family affairs are in order, will be more focused and productive when carrying out his duties in the office.

However, the reality on the ground often says otherwise. At the East Aceh Regency Plantation and Livestock Office, indications of this imbalance are beginning to appear. Based on the background in the thesis, many employees have difficulty dividing their time between stacked work and personal lives. This condition often triggers prolonged stress, physical and mental fatigue, and burnout. As a result, work motivation decreases, focus becomes fragmented, and productivity is also affected. The pile of administrative tasks that must be completed on time often has to be taken home, sacrificing time spent with family that should be a means of energy recovery.

Ironically, the lack of attention to this aspect of work-life balance reflects that the management of human resources in the official environment is not fully optimal. The existing work system has not been designed to support employee well-being holistically. There is still an assumption that dedication to the agency is measured by how long a person has been in the office, not by how effective his work is. This kind of paradigm, if it continues to be maintained, will actually become a time bomb that damages employee morale and loyalty in the long run. Therefore, it is important to examine the extent of employees' current work-life balance conditions and how it affects their performance.

In addition to the factor of life balance, the individual ability of employees is also an important determinant. This ability is divided into two major domains, namely hard skills and soft skills. Hard skills, according to (Anwar Prabu, 2017), is technical and academic abilities obtained from education and training. In the official environment, this includes mastering modern administrative procedures, understanding of plantation and livestock technical regulations, and the use of management information systems. Incompetence in this technical aspect will directly have implications for delays in task completion and non-conformity of work output with expected standards.

Meanwhile, soft skills are non-technical abilities that relate to the way a person interacts and manages themselves. (Laelawati, 2025) Call it communication, teamwork, leadership, and emotion management skills. In the context of public service in East Aceh, soft skills are very vital. An employee not only needs to understand plant cultivation, but also must be able to communicate with empathy to farmers, be able to work together in a team when conducting counseling, and have the ability to adapt when new policies are launched. (Lestari, n.d.) emphasizing that these soft skills are often the difference between ordinary performance and superior performance in the modern world of work.

Thus, this introduction emphasizes that work-life balance is not a fringe issue that can be ignored. It is a key foundation that is just as important as technical and interpersonal competence. A public organization that wants to move forward and provide the best service, must start thinking about policies that support the psychological well-being of its employees. Work flexibility, supervisor support, and fair distribution of workload are some examples of concrete steps that can be taken. This research is a call for the leadership of the East Aceh Regency Plantation and Livestock Office to not only focus on production alone, but also on the process and quality of life of the main drivers,

namely employees. Because in the end, brilliant organizational performance is born from healthy, happy, and competent individuals.

## **LITERATURE REVIEW**

### ***Basic Concept of Work Life Balance***

In the dynamics of modern life, an individual cannot be separated from his two main roles, namely as a professional worker and as part of personal, family, and community life. The ability to carry out these two roles in harmony is at the core of the concept of work-life balance. Fundamentally, work-life balance is defined as a condition in which a person is able to divide time, energy, and attention in a balanced way between the demands of work and his personal life, such as family, health, and social activities. (Rothbard, 2001) defines this concept more specifically as "the extent to which an individual is equally engaged in and equally satisfied with his or her work role and family role", which means that balance occurs when an individual feels equally engaged and satisfied in his or her work role and family role.

A broader understanding of work-life balance has also been put forward by other experts. (Chung & Van der Lippe, 2020) see it as a form of balance between an employee's personal life and his work, while (McShane & Von Glinow, 2011) Emphasizing on the individual's expertise in balancing personal needs and job demands. Furthermore, this concept does not stop at the division of time. (Ma'ruf, 2021) Explains that work life balance is a work approach that does not ignore important aspects of life such as personal affairs, family, spirituality, and social relationships. (Sholeha & Alifia, 2025) reinforcing this by stating that balance is not only a matter of time, but also about prioritizing professional and personal responsibilities in a balanced and non-conflicting manner. Thus, it can be synthesized that work-life balance is the ability of individuals to manage and balance their various roles and responsibilities effectively, so as to create harmony that supports welfare in aspects of work and personal life.

### ***Dimensions and Indicators of Work Life Balance***

To measure the extent to which an employee is able to achieve balance in his life, it is necessary to understand the dimensions and indicators that make up the concept of work-life balance. (Fisher et al., 2009) put forward four comprehensive forming dimensions. The first dimension is Work Interference With Personal Life (WIPL), which refers to the extent to which work can interfere with an individual's personal life. The second dimension is Personal Life Interference With Work (PLIW), which is the extent to which a person's personal life can interfere with their performance at work. Furthermore, the third dimension is Personal Life Enhancement of Work (PLEW), which explains how a pleasant personal life can improve an individual's performance in the world of work. Finally, the fourth dimension is Work Enhancement of Personal Life (WEPL), which is the extent to which work can improve the quality of a person's personal life, for example through new skills that can be used at home.

Meanwhile, from a more operational measurement perspective, (Nisa & Isyanto, 2025) Formulate the main indicators of work-life balance. The first indicator is time management, which is a person's ability to manage and divide time effectively between work and personal life. The second indicator is satisfaction level, which assesses the extent to which individuals feel satisfied with the way they manage the balance between the two roles. The third indicator is the level of conflict, which measures how often there are clashes between the demands of work and personal life that can cause stress. The fourth indicator is flexibility, which is the ability of individuals to set schedules and adapt work demands to personal needs flexibly. These four indicators are important measuring tools to evaluate the extent to which an employee can manage his resources to avoid the negative impact of life imbalances.

### ***Basic Concept of Employee Performance***

Employee performance is a central element in achieving organizational goals. The term performance can be interpreted as a benchmark for the success of an employee in carrying out all the tasks for which he or she is responsible. According to (Wibowo, 2017), performance is about doing the work and the results achieved from the work, which includes what is being done and how to do it. This is in line with the opinion (Anwar Prabu, 2017) which defines performance as the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Quality and quantity are the main focus in assessing how much an employee contributes to his organization.

Performance is not just the end result, but also reflects the process and behavior at work. (Uno et al., 2014) emphasizing that performance is an achievement or result obtained by employees after carrying out their work. (SIMAMORA, 2023) adding that employee performance is the level at which employees achieve job requirements. This means that every position in the organization has certain standards that must be met. Thus, the understanding of performance includes two important aspects: first, the results of work that are measured in quality and quantity, and second, the processes or behaviors shown in achieving those results. Organizations need to understand the weaknesses and strengths of employees in these two aspects as a basis for improvement and development, so that productivity can continue to be increased to achieve agency goals.

### ***The Relationship between Work-Life Balance and Employee Performance***

The relationship between work-life balance and employee performance has a strong theoretical foundation. Work-life balance becomes important because it allows one to manage responsibilities at work and at home effectively without creating conflicts between the two. When this balance is reached, individuals tend to show higher levels of motivation, increased work productivity, as well as greater loyalty to the organization they work for. This is because employees who have a balanced life have a greater reserve of psychological and physical energy to devote to work. They are not burdened by the guilt or stress of neglecting their families, so focus and concentration while working can be optimally maintained.

On the other hand, the inability to achieve work-life balance can have significant negative consequences. According to (Cooke, S. J., Twardek, W. M., Lennox, R. J., Zolderdo, A. J., Bower, S. D., Gutowsky, L. F., & Fraser, 2020), when dimensions such as WIPL or PLIW are high, individuals will experience role conflicts that have an impact on decreased welfare and work effectiveness. A high workload without adequate rest time will trigger stress, fatigue, and ultimately burnout. This condition will directly reduce the quality and quantity of work results. Stressed employees tend to make more mistakes, are slow to complete tasks, and are less able to innovate. Therefore, organizations that want to improve the performance of their employees must start looking at work-life balance not as an additional facility, but as a fundamental strategy. Policies that support work flexibility, social support from superiors, and holistic welfare programs will create a conducive environment for employees to thrive, which in turn will result in superior and sustainable performance.

## **METHODOLOGY**

### ***Type, Approach, and Research Location***

This study uses a quantitative approach, which is in accordance with the objective of measuring the influence between variables objectively and empirically. As explained by (Sugiyono, 2017), quantitative research is based on the philosophy of positivism and is used to research on a specific population or sample with statistical data analysis. This type of research is field research (*field research*), where researchers directly go down to the site to collect data to get a real and in-depth picture of the phenomenon being studied. The location of the research was carried out at the East Aceh Regency Plantation and Livestock Office, which is located at the Government Office Complex, Jalan Medan-Banda Aceh KM. 390, Building No. 13 Floor I, Idi Rayeuk. The selection of this location is based on the identification of problems that show indications of problems related to *work life balance* and employee performance in the agency. The research is planned to last for four months, starting from September to December 2025, which includes initial research activities, data collection, data processing, and the preparation of the final report.

### ***Population, Samples, and Sampling Techniques***

The population in this study is all employees within the Plantation and Livestock Service of East Aceh Regency. Based on the data obtained, the total population is 34 people, consisting of 22 male employees and 12 female employees. The sample determination technique used is *saturated sampling* or census, where all members of the population are sampled. This approach was taken because of the relatively small number of population, which is less than 100 people, so the researcher decided to take the entire population as respondents to obtain more representative and accurate data. Even though the census was used, the random sampling technique was still applied with the *proportionate stratified random sampling* to ensure each subgroup in the population is proportionally represented. (Sugiyono, 2016) explains that this technique provides an equal opportunity for each member of the population to be selected, according to the proportions within a particular strata such as gender. Thus, the 34 employees who are the sample are expected to be able to provide a complete picture of the condition *work life balance* and the level of performance in the agency.

### ***Data Collection Techniques and Research Instruments***

Data collection in this study was carried out through two main methods, namely literature studies and questionnaires. Literature studies are used to gather relevant theoretical foundations from various sources such as books, journals, and scientific articles related to *work-life balance* and employee performance. This method helps researchers in compiling a framework of thinking and formulating variable indicators.

Meanwhile, the main technique of data collection is to use questionnaires. The questionnaire used is closed, where respondents only choose the answers that have been provided. This instrument is compiled based on the indicators of each variable. For the variable *work life balance*, the indicator used refers to the (Syahirah, 2023) which includes time management, satisfaction level, conflict level, and flexibility. As for the employee performance variables, the indicators used refer to (Hartanto, 2020), which includes quality, speed/accuracy of work, initiative in work, and work commitment. Each indicator is broken down into ten statement items for each variable. The respondents' answers were measured using the Likert Scale with five alternative choices, namely Strongly Agree (score 5), Agree (score 4), Hesitating (score 3), Disagree (score 2), and Strongly Disagree (score 1). The use of this scale allows researchers to quantify employees' perceptions of their *perceived work-life balance* and their assessment of their own performance.

### ***Variable Operational Definition***

Operational definitions are necessary to avoid different interpretations and ensure that each variable can be clearly measured. In this study, the *work-life balance* variable (X1) is defined as a work approach that does not ignore important aspects of life, such as personal affairs, family, spirituality, and social relationships (Widada and Aruman, 2020). The indicators include time management, satisfaction level, conflict level, and flexibility outlined in 10 statement items. The employee performance variable (Y) is defined as the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Anwar Prabu, 2017). The indicators include quality, speed/accuracy of work, initiative in work, and work commitment, which are also outlined in the 10 statement items. These two variables will be measured through respondents' perception of the statements in the questionnaire.

### ***Data Analysis Techniques and Instrument Quality Tests***

The collected data will be analyzed using several statistical techniques. Before hypothesis testing is carried out, the research instrument must meet the requirements for validity and reliability. The validity test was carried out by correlation technique *product moment* to ensure that each item of the statement is able to measure what it wants to measure. An item is declared valid if the r-calculated value is greater than the r-table at a significance level of 0.05. Meanwhile, the reliability test uses the formula *Cronbach's Alpha* to test the consistency of the instrument. The instrument is declared reliable if the value of the alpha coefficient is greater than 0.70 (Sugiyono, 2017).

Furthermore, the data analysis includes a classical assumption test consisting of a normality test, a linearity test, and a heteroscedasticity test. The normality test aims to find out whether the residual data is normally distributed, which is a requirement for parametric analysis. The linearity test is used to ensure that the relationship between the independent variable (*work life balance*) and the bound variable (employee performance) is linear. Heteroscedasticity tests were performed to ensure that there was no residual variance inequality in the regression model.

### ***Hypothesis Test***

The hypothesis testing in this study is focused on two main types of testing. First, a partial test (t test) is used to determine the influence of individual *work life balance* variables on employee performance. The test criterion is that if the significance value  $< 0.05$ , then there is a significant influence. Second, the determination coefficient ( $R^2$ ) test is used to measure how much contribution or contribution the influence of *the work-life balance variable* in explaining the variation that occurs in employee performance. The value of  $R^2$  ranges from 0 to 1, where a value close to 1 indicates that the independent variable is capable of explaining almost all the variations of the dependent variable. With the help of statistical programs such as SPSS, all data will be processed and analyzed to answer the formulation of the problem that has been determined. The results of this test will be the basis for drawing conclusions about whether or not there is

an influence *of work life balance* on the performance of employees at the East Aceh Regency Plantation and Livestock Office.

## RESEARCH RESULTH

### *Respondent Characteristics*

The respondents in this study were 34 employees who worked at the East Aceh Regency Plantation and Livestock Office. Respondent characteristics were classified by gender to determine the demographic distribution in the sample. Information on the number and percentage of respondents is presented in the following table:

**Table 1. Characteristics of Respondents by Gender**

Yes	Gender	Quantity	Percentage
1	Male	22	65%
2	Women	12	35%
Total Amount		34 Orang	100%

*Source: East Aceh Regency Plantation and Livestock Office in 2025*

Based on the table above, it is known that the number of male respondents is 22 people or around 65%, while the female respondents are 12 people or around 35%. This shows that the composition of employees within the East Aceh Regency Plantation and Livestock Service is dominated by male employees.

### *Description of Variable Work Life Balance (X1)*

To understand more deeply about the respondents' perception of the work life balance variable, the following is a recapitulation of the questionnaire answers from 34 respondents:

**Table 2. Recapitulation of Work Life Balance Questionnaire Value (X1)**

Questionnaire	Strongly agree		Hesitanti		Disagree		Strongly Disagree	
	F	%	F	%	F	%	F	%
1	15	44,1	9	26,5	10	29,4	0	0
2	17	50	8	23,5	4	11,8	5	14,7
3	14	41,2	10	29,4	4	11,8	6	17,6
4	17	50	8	23,5	6	17,6	3	8,8

5	18	52,9	7	20,6	6	17,6	2	5,9	1	2,9
6	12	35,3	13	38,2	7	20,6	2	5,9	0	0
7	9	26,5	9	26,5	13	38,2	2	5,9	1	2,9
8	21	61,8	3	8,8	6	17,6	3	8,8	1	2,9
9	10	29,4	13	38,2	10	29,4	0	0	1	2,9
10	14	41,2	11	32,4	7	20,6	1	2,9	1	2,9
Average	15	45,9	9	28,4	7	22,8	2	7,5	1	1,6

Based on the recapitulation of the results of the questionnaire on work-life balance, it was found that an average of 45.9% of respondents stated "Strongly Agree" with statements related to work-life balance, 28.4% stated "Agreed", 22.8% stated "Doubtful", 7.5% stated "Disagree", and 1.6% stated "Strongly Disagree". This data indicates that the majority of employees have a positive perception of work-life balance in their work environment, although there are still a small number who feel an imbalance.

**Description of Employee Performance Variables (Y)**

The recapitulation of respondents' answers for employee performance variables is presented in the following table:

**Table 3. Recapitulation of Employee Performance Questionnaire Scores (Y)**

Questionnaire	Strongly agree		Hesitant		Disagree		Strongly Disagree			
	F	%	F	%	F	%	F	%		
1	13	38,2	11	32,4	9	26,5	1	2,9	0	0
2	17	50,0	7	20,6	6	17,6	4	11,8	0	0
3	13	38,2	11	32,4	4	11,8	6	17,6	0	0
4	13	38,2	9	26,5	8	23,5	4	11,8	0	0

5	19	55,9	6	17,6	4	11,8	3	8,8	2	5,9
6	11	32,4	13	38,2	8	23,5	2	5,9	0	0
7	14	41,2	10	29,4	8	23,5	1	2,9	1	2,9
8	20	58,8	5	14,7	6	17,6	2	5,9	1	2,9
9	11	32,4	13	38,2	10	29,4	0	0	0	0
10	13	38,2	9	26,5	11	32,4	0	0	1	2,9
Average	14	45,0	9	29,4	7	23,1	2	7,2	1	1,6

The results of the recapitulation showed that an average of 45% of respondents stated "Strongly Agree" to employee performance statements, 29.4% stated "Agreed", 23.1% stated "Hesitant", 7.2% stated "Disagree", and 1.6% stated "Strongly Disagree". This indicates that in general employees have a good perception of their performance, but there is still room for improvement.

#### *Validity Test of Variable Work Life Balance (X1)*

The validity test is carried out to measure the accuracy of the research instrument. An item is declared valid if the calculated value  $>$   $r_{table}$ . With a total of 34 respondents, the  $r_{table}$  value at a significant level of 5% is 0.339.

**Table 4. Validity Test of Variable Work Life Balance (X1)**

No Questionnaire Item	Calculation	$r_{table}$	Remarks
Questionnaire 1	0,871	0,339	Valid
Questionnaire 2	0,913	0,339	Valid
Questionnaire 3	0,873	0,339	Valid
Questionnaire 4	0,894	0,339	Valid
Questionnaire 5	0,861	0,339	Valid
Questionnaire 6	0,815	0,339	Valid
Questionnaire 7	0,631	0,339	Valid
Questionnaire 8	0,880	0,339	Valid
Questionnaire 9	0,699	0,339	Valid
Questionnaire 10	0,751	0,339	Valid

Based on the table above, all questionnaire items for the work life balance variable have a calculation value of  $>$   $r_{table}$  (0.339), so they are declared valid and can be used to measure the research variable.

**Variable Reliability Test Work Life Balance (X1)**

Reliability tests were carried out to determine the consistency of the research instrument using the Cronbach Alpha coefficient. The instrument is declared reliable if the Cronbach Alpha value > 0.70.

**Table 5. Work Life Balance Reliability Test Results (X1)**

Variabel	Cronbach Hitung	Alpha	Cronbach Standar	Alpha	Verdict
Work Life Balance	0,945		0,700		Highly Reliable

The results of the reliability test showed that the Cronbach Alpha value was calculated as 0.945 > 0.700, so that all work life balance questionnaire items were declared very reliable and had a high level of consistency to be used in data collection.

**Validity Test of Employee Performance Variables (Y)**

**Table 6. Validity Test of Employee Performance Variables (Y)**

No Questionnaire Item	Calculation	rtabel	Remarks
Questionnaire 1	0,881	0,339	Valid
Questionnaire 2	0,911	0,339	Valid
Questionnaire 3	0,908	0,339	Valid
Questionnaire 4	0,855	0,339	Valid
Questionnaire 5	0,898	0,339	Valid
Questionnaire 6	0,844	0,339	Valid
Questionnaire 7	0,763	0,339	Valid
Questionnaire 8	0,910	0,339	Valid
Questionnaire 9	0,846	0,339	Valid
Questionnaire 10	0,735	0,339	Valid

All questionnaire items for employee performance variables have a calculation value of > table, so they are declared valid and suitable for use in research.

**Reliability Test of Employee Performance Variables (Y)**

**Table 7. Results of Employee Performance Reliability Test (Y)**

Variabel	Cronbach Hitung	Alpha	Cronbach Standar	Alpha	Verdict
Employee Performance	0,958		0,700		Highly Reliable

The Cronbach Alpha value calculated as 0.958 > 0.700 shows that the employee performance instrument is very reliable and consistent in collecting data.

**Work Life Balance Linearity Test**

The linearity test is used to find out whether the relationship between the independent variable (work life balance) and the bound variable (employee performance) is linear.

**Table 8. Work Life Balance Linearity Test Results**  
**ANOVA Table**

	Sum of Squares	df	Mean Square	F	Sig.		
Employee Performance *	Between Groups	(Combined)	2481.784	15	165.452	43.266	.000
Work Life Balance		Linearity	1816.436	1	1816.436	475.000	.000
		Deviation from Linearity	665.348	14	47.525	12.428	.210
	Within Groups		68.833	18	3.824		
	Total		2550.618	33			

The results of the analysis showed that the value of F at deviation from linearity was 12,428 with a significance of 0.210. Because the significance value is  $0.210 \geq 0.05$ , it can be concluded that the relationship between work-life balance and employee performance is linear.

**Normality Test**

Normality tests are performed to check whether the residual values of the regression model follow the normal distribution.

**Table 9. Data Normality Test Results**  
**One-Sample Kolmogorov-Smirnov Test**

	Unstandardized Residual	
N	34	
Normal Parameters <sup>a</sup> , b, b	Mean	.0000000
	Hours of deviation	1.62228992
Most Extreme Differences	Absolute	.157
	Positive	.147
	Negative	-.157
Kolmogorov-Smirnov Z		.915
Asymp. Sig. (2-tailed)		.373

Based on the One-Sample Kolmogorov-Smirnov Test, the Asymp value. Sig. (2-tailed) is  $0.373 > 0.05$ , so it can be concluded that the data is normally distributed.

**Heteroscedasticity Test**

The heteroscedasticity test aims to identify whether there is a residual variance disparity between observations in the regression model.

**Table 10. Heteroscedasticity Test Results Using SPSS Abs\_RES**

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
	B	Std. Error	Beta	
1 (Constant)	-.526	1.103		.637
Work Life Balance	.025	.045	.171	.555

The results of the heteroscedasticity test showed that the significance value for the work life balance variable was  $0.583 > 0.05$ . This indicates that there is no evidence of heteroscedasticity in the regression model, so residual variance is considered constant.

**Multiple Linear Regression Analysis**

Multiple linear regression analysis was used to determine the influence of work life balance on employee performance. The results of data processing are presented in the following table:

**Table 11. Multiple Linear Regression Test Results**

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
	B	Std. Error	Beta	
1 (Constant)	.002	1.521		.999
Work Life Balance	.147	.062	.141	2.366

Based on the results of the multiple linear regression test, the regression equation was obtained as follows:

$$Y = 0.002 + 0.147 X_1 + e$$

The interpretation of the regression equation is:

1. The value of Constant ( $a$ ) of 0.002 indicates that if there is no influence of the work-life balance variable, then the employee's performance value is 0.002 units.
2. The value of the Work Life Balance ( $X_1$ ) regression coefficient of 0.147 is positive. This shows that there is a one-way relationship between work-life balance and employee performance. This means that every one unit increase in the work-life balance will be followed by an increase in employee performance by 0.147 units, assuming that other variables in the regression model are in a constant state.

**Hypothesis Testing (t-test)**

Partial hypothesis testing (t-test) was carried out to determine the influence of work life balance variables on employee performance. The test criterion is that if the tcount is > ttable and the significance value is < 0.05, then H0 is rejected and Ha is accepted, which means that there is a significant influence.

With the sum of the sample (n) = 34 and the sum of the variables (k) = 2, then the degree of freedom (df) = n - k = 34 - 2 = 32. The value of the table at the significance level of 0.05 is 1.693.

**Table 12. Results of the t-test (The Effect of Work Life Balance on Employee Performance)**

Variabel	Coeficin Beta	Stuttgart	Table	Significance	Remarks
Work Life Balance (X1)	0,141	2,366	1,693	0,025	Signifikan

Based on the table above, the following results were obtained:

The tcal value for the work life balance variable is 2.366, while the table is 1.693. Thus, tcount > ttable (2,366 > 1,693). The significance value obtained was 0.025, which is smaller than the significance level of 0.05 (0.025 < 0.05).

Based on these results, the decision taken is that H0 is rejected and H1 is accepted. *This means that* work-life balance has a positive and significant effect on the performance of employees of the East Aceh Regency Plantation and Livestock Service.

**Coefficient of Determination (R<sup>2</sup>)**

The determination coefficient test was carried out to find out how much contribution or contribution the influence of the work life balance variable in explaining the variation that occurred in employee performance.

**Table 13. Determination Coefficient (R<sup>2</sup>) Test Results Model Summarybb**

Models	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.983AA	.966	.963	

Based on the Model Summarybb table, an R value of 0.983 was obtained which shows a very strong degree of relationship between the free variable and the bound variable. The value of R Square (R<sup>2</sup>) obtained is 0.966. The R<sup>2</sup> value of 0.966 indicates that 96.6% of the variation that occurs in employee performance can be explained by the variables of work life balance, hard skills, and soft skills together. Meanwhile, the remaining 3.4% (100% - 96.6%) were influenced by other factors outside of this research model, such as work motivation, supervisory leadership, organizational culture, or reward system. To determine the magnitude of the influence of other variables outside the research model, the formula  $e = 1 - R^2$  was used, so that the value of  $e = 1 - 0.966 = 0.034$  or 3.4% was obtained.

## **DISCUSSION**

Based on the results of the data analysis that has been carried out, it was found that work life balance has a positive and significant effect on the performance of employees of the East Aceh Regency Plantation and Livestock Service. This is evidenced by the value of the tcal coefficient of 2.366 which is greater than the ttable of 1.693, with a significance level of  $0.025 < 0.05$ . This finding means that the better the work-life balance felt by employees, the more their performance will improve. On the other hand, if the employee's work-life balance is low or unbalanced, then employee performance tends to decrease. This result is in line with the concept put forward by (Wardani & Firmansyah, 2021) which states that work-life balance is an important aspect that affects mental health, job satisfaction, and ultimately employee performance.

The work-life balance referred to in this study includes the ability of employees to manage time between work and personal life, the level of satisfaction with this balance, the level of conflict that arises due to imbalance, and the flexibility provided by the agency in supporting work-life balance. The results of this study are also in line with the findings of the (Fisher et al., 2009) which states that employees who are able to maintain a work-life balance tend to have lower levels of stress, higher job satisfaction, and better motivation to carry out their duties. When employees feel balanced between the demands of work and personal life, they can work more focused, productive, and have greater loyalty to the organization.

In the context of the East Aceh Regency Plantation and Livestock Service, the results of this study indicate that employees who are able to manage time between work tasks and personal needs well, have enough time to rest and family, and feel support from agencies in maintaining this balance, tend to show more optimal performance. This is reflected in good quality work, punctuality in completing tasks, initiative in work, and high commitment to work and agencies. These findings are also supported by previous research conducted by (Ramadhan et al., 2024) which examines the impact of work-life balance on the performance of generation Z employees.

Thus, it can be concluded that work-life balance is an important factor that needs serious attention from the leadership of the East Aceh Regency Plantation and Livestock Office. Policies that support work-life balance, such as flexible working hours, employer support, and employee welfare programs, need to be continuously developed to maintain and improve employee performance on an ongoing basis.

## **CONCLUSIONS AND RECOMMENDATIONS**

Work-life balance has a positive and significant effect on employee performance. This is evidenced by the tcal value of 2.366 which is larger than the ttable 1.693, with a significance level of  $0.025 < 0.05$ . These results show that the research hypothesis H0 is rejected and H1 is accepted, which means that there is a significant influence between work-life balance and employee performance.

These findings indicate that the better the work-life balance that employees feel, the better their performance will be. Employees who are able to manage time between work and family, have a level of satisfaction with this balance, and feel the support of the agency in work flexibility, tend to show better work quality, timely task completion, high initiative, and strong work commitment. Therefore, it is important for service leaders to continue to create a work environment that supports work-life balance to improve employee performance in a sustainable manner.

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